Challenge Group

Job Title	**AI PROCESS AUTOMATION ENGINEER**

Organisation	CAS
Location	Malta
Reports to	AI Manager
Position Code	CAS78
Job Purpose	The AI Process Automation Engineer designs and implements automation solutions that improve business efficiency and reduce manual workload. This role combines RPA (Robotic Process Automation) with AI-driven decision-making to optimize repetitive business and IT processes. This role combines **RPA (Robotic Process Automation)** with **AI-driven components** (such as copilots, and cognitive services) to automate repetitive, rule-based tasks as well as more complex, judgment-based activities in both **business** and **IT** processes. The AI Process Automation Engineer works closely with business stakeholders, process owners, and IT teams to translate real-world problems into scalable automation solutions, from idea and PoC to deployment, monitoring, and continuous improvement.
Responsibilities	**1.Process Discovery & Analysis** • Identify, evaluate, and prioritize automation opportunities across departments (Finance, Operations, HR, IT). • Map and document "As-Is" and "To-Be" processes, analyzing inefficiencies and automation potential. • Conduct ROI and feasibility assessments for automation initiatives. **2. Automation Design & Development** • Develop, test, and deploy automation workflows using tools like UiPath, Power Automate, or equivalent platforms. • Integrate automation with enterprise systems (ERP, CRM, BI, Service Desk) via APIs or connectors. • Leverage AI components (LLMs, OCR, NLP, predictions) to enhance process intelligence. • Maintain code quality, reusability, and documentation standards. **3. Operations & Support** • Manage orchestration tools for both scheduling, monitoring, and maintenance. • Troubleshoot production issues, ensuring reliability and scalability. • Continuously optimize workflows to improve speed, accuracy, and stability. **4. Collaboration & Change Enablement** • Partner with business stakeholders to translate process needs into automation solutions. • Conduct UAT sessions, training, and knowledge transfer for end users.

- Support change management and promote organizational adoption of automation.

5. Governance & Compliance

- Ensure automations comply with security, data protection (GDPR), and internal IT governance standards.
- Implement secure credential management and role-based access control.
- Follow approved development and deployment lifecycle methodologies.

6. Continuous Innovation

- Stay current with emerging RPA and AI technologies (e.g., copilots, process mining, task mining).
- Identify new opportunities to apply AI-driven automation.
- Contribute to company-wide automation frameworks and best
- practices.

Job Requirements

Education	Bachelor's degree in computer science, Information Systems, or Engineering.
Experience, Skills, and Personal Attributes	2+ years' hands-on experience in RPA / process automation development. - Proven track record delivering end-to-end automation projects - Expertise in RPA platforms (UiPath, Power Automate, Automation Anywhere) - Experience integrating with ERP/CRM systems and APIs. - Scripting knowledge (Python, PowerShell, or .NET) –advantage. - Familiarity with AI technologies (LLMs, OCR, NLP, ML-based automation). - SQL or data-handling experience – advantage. - Strong analytical and problem-solving abilities. - Excellent communication and documentation skills in English. - Team player with a proactive, ownership-driven mindset. - Able to manage multiple projects in a dynamic environment.

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